

THE ADVOCATE



A publication for employees of the Arkansas Department of Correction

December 2014

Inside this issue :

Greetings from Norris	2
Calendar of Events	2
Yancey Brothers	3
Around ADC	4
Benton's chili cook-off	5
Pinning	5
PPCT/SKD	5
Health Matters	6
Cummins Blood Drive	7
ADCRA set meeting	7
Policy Spotlight	8
Officers at NAWRC	9
NAWRC program	9
Training Academy	10
Promotions & New Hires	11
Parting Shots	12

Boot camp moves to old training academy

Boot camp cadets marched their way to their new home in the old training academy building on Nov. 3.

The building has been remodeled to accommodate the program. According to Tucker Warden Stephen Williams, opera-

tions of the program will be shared between the Maximum Security Unit and the Tucker Unit.

The new location will accommodate 100 male and 24 female inmates, and the serving line up to 42 at a time.

Boot camp, a voluntary 105-day residential treatment program, is available for inmates who are serving their first sentence and are committed for 15 years or less (for non-violent crimes).

In photo below, boot campers march from the Tucker Unit to their new home at the old training academy, photo left.



Greetings from Larry Norris

Greetings to you all. It seems completely fitting to come back onboard at this joyful time of the year, a time which is often filled with abundant love and service, because that defines the heart of ADC.

I have called a few Hogs and hunted a few ducks since last we talked, but I am back with the same hunger to do my best for this agency. It's great to be back reconnecting with old colleagues, meeting new ones, and observing the changes that have taken place.

I have been busy already with the legislature. I am proud of this agency and the progress that has been made. Although I am new to today's ADC, I am focusing on the possibilities the next few months can bring.

I have said before that one of the best pieces of advice I ever received was 'find the opportunities in every challenge.' That way, we are able to see the possibilities they bring without being blinded

by the problems that might tag along.

The next few months will be a challenge, and so I want to embrace this time as an opportunity. Not every step will be easy, but that's okay. Nothing worthwhile ever is. This will be a short chapter, but I am good with short chapters. I promise I will do my best while here.

Everything this agency does begins and ends at the front line, where valiant men and women walk an overlooked beat. Your moments are not the moments of which news is made, but your moments matter. Your moments are filled with a noble mission.

It is this mission, and the people who struggle to attain it, that

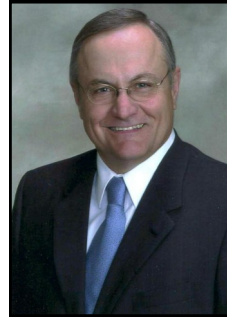
keep me near. You see, I've never been far away.

Yes, some things have changed, but what hasn't changed is the core of ADC - the motto, "Honor and Integrity in Public Service."

Throughout this agency I still feel the passionate heartbeat of those of you who know the importance of your labor. For all the work you do, the public service you provide, and the extra efforts you make, you have my sincere appreciation for a job well done.

Please be sure to enjoy this season. Remember those around you who struggle and for whatever reason are not able to feel joy. Open your heart and let love abound. You just might find that it comes back to you greater than it left.

Above all, keep safety foremost in your mind—both here and at home. May you and your family have a most pleasurable holiday season.



Larry Norris
Director

CALENDAR OF EVENTS

DECEMBER



December 2014

21 — Winter Begins
24 — Christmas Eve
25 — Christmas Day
31 — New Year's Eve

**Special Events?
Unit Functions?
Announcements?
Conference Dates?**



Send information to Kat at
The Advocate
kathlyn.atkinson
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JANUARY



January 2015

1 — New Year's Day
19 — Martin Luther
King, Jr. Day

ADC's Yancey Brothers—singing and entertaining 45 years

ADC's own Yancey brothers, Dean and Don, have been singing and entertaining for 45 years. In November they were inducted into the Rockabilly Hall of Fame.

Dean Yancey is the Senior Chaplain at the Varner/VSM Unit, and Don Yancey is the Senior Chaplain at the Grimes Unit.

The identical twins sing rockabilly and country music. They have been on stage with many entertainers including Ernest Tubb, Lefty Frizzel, Red Sovine, Jim Ed Brown, Kenny Price, The Osborne Brothers, Jerry Clowers, Cal Smith, Conway Twitty, Murry Kellum, Bobby Lewis, Clyde Watson, Mack Self, Jimmy Evans, C.W. Gatlin, Homer Smith, and Orie Jako.

In 1968, the brothers helped start a family singing show in Helena called the Twin City Jubilee with Mack Self, Clyde Watson, and C.W. Gatlin. In 1970 they helped kick off the 'Arkansas Jamboree' in Marianna with Homer Smith and Orie Jako.

During that time they helped record an album for the Arkansas Jamboree which was moderately successful. With the Arkansas Jamboree until 1973, the Yancey Brothers' key song on the album was "Haunted House."

Dean and Don have sung on the Louisiana Hayride in Homer, Louisiana, at Mid-South Jamboree in Memphis, Tennessee, and in numerous night clubs, horse shows and rodeos. Dean also has sung on the TBN show and has produced two videos and five CDs. Together the brothers have two CDs.

They won the Most Promising Duo from the Branson Gospel Singer Songwriter Association in 2011. In 2012 they won the Male Vocalist Duo of the Year from the Branson Gospel Singer Songwriter Association. In 2013 they won the Male Duo of the Year from the Arkansas Country Gospel Music Association.

Dean Yancey, left, and Don Yancey—the 'Yancey Brothers.'



Dean Yancey and Don Yancey are inducted into the Rockabilly Hall of Fame Nov. 8.

In addition, Dean won the Male Vocalist of the Year and CD of the Year from the Georgia Country and Gospel Music Association in 2010. In 2011 he won the Rising Star Award from the North American Country Music Association International, and the Most Promising Male Vocalist of the Year from the Tennessee Country and Gospel Music Association. Also in 2011 he won DVD of the year with his DVD titled 'Live at Trinity Music City,' and is the recipient of the Naomi Sego Living Legend Award presented by Little Jimmy Dickens at the Country Music Hall of Fame.

In 2012 Dean had two songs to reach the number one spot on the charts in North Carolina. "Sanctified" went to number one for three weeks and "Peaceful Easy Feeling" for two weeks.

In 2014 Dean won The Most Promising Male Vocalist of the Year and The Most Promising DVD of the Year with his DVD "Live at Trinity Music City" from the North American Country Music Association International.

Presently Dean is the president of the Arkansas Country and Gospel Music Association representing country, rockabilly and gospel music over the state of Arkansas.

Recently, Dean has merged back with his brother Don to reform the famed duo called "The Yancey Brothers." Dean can be reached at dean.yancey@yahoo.com or 870-209-7148, or to hear some of their work, go to You Tube and search for "drdeanyancey."

Around ADC



Emergency workers softball tournament winners present check to PIP

A check for over \$2100 is presented to Dr. Mary Parker-Reed for the Paws in Prison program on Oct. 31 at the Ouachita River Correctional Facility. Standing with Warden M.D. Reed and Dr. Parker-Reed, fourth and fifth from left are some of the players from the event: Sgt. J. Higgins, left to right, Sgt. Z. Duncan, Sgt. J. Ashcraft, Sgt. M. McLelland, CSO Field D. Threlkeld, Tricia Dodson-Ross (PIP Coordinator ORCU), Corp. J. McDorman, and Corp. S. Vandiver.

Fun at the Fall Festival

Crystal Wood and Lt. David Kelley take a moment for a photo op at the Cummins Unit fall festival on Nov. 1.



THOUGHT FOR THE DAY: The real art of conversation is not only to say the right thing at the right time, but also to leave unsaid the wrong thing at the tempting moment.



Chili Cook-off

The Benton Unit Employee Association recently sponsored a Chili Cook-off. The winners were first place—Corporal Eric Buck, left photo in middle, and second place—Corporal Colton Montgomery, on right, pictured with Warden Kay Howell. The judges were Arkansas Health Center Director Jay Hill, left to right, ACA Manager Sandra Kennedy, and Assistant Director John Mark Wheeler.



Pinning

Hayes Canida is pinned Sergeant at Texarkana by Lt. Robert Morgan, left, and Capt. Lillie Phillips on Nov. 20. Sgt. Canida is a 14-year veteran of ADC.

PPCT/SKD

The 32-hour Instructor Certification course on Pressure Point Control Tactics/Spontaneous Knife Defense (PPCT/SKD) was held recently at the Training Academy in England. The class offers certification to staff as defensive tactics instructors to cadets in the BCOT program. It also serves as an annual refresher at the unit level and for training in the ERT teams. ADC presently has 24 certified instructors. In photo, Certified Instructor Trainer Mike Caruso, in background, from ProTech Training, gives 19 employees instruction. The handgun retention portion of PPCT is mandatory training to be taught to staff who go through firearms instructor training and is recommended to be taught to transportation staff and anyone who carries the handgun.



Health Matters

Winterizing your home

Winter storms and cold temperatures can be hazardous, but if you plan ahead, you can stay safe and healthy. Prepare your home and cars.



Take these steps for your home

Many people prefer to remain indoors in the winter, but staying inside is no guarantee of safety. Take these steps to keep your home safe and warm during the winter months.

Winterize your home.

- Install weather stripping, insulation, and storm windows.
- Insulate water lines that run along exterior walls.
- Clean out gutters and repair roof leaks.

Check your heating systems.

- Have your heating system serviced professionally to make sure that it is clean, working properly and ventilated to the outside.
- Inspect and clean fireplaces and chimneys.
- Install a smoke detector. Test batteries monthly.
- Have a safe alternate heating source and alternate fuels available.
- Prevent carbon monoxide (CO) emergencies.
 - ⇒ Install a CO detector to alert you of the presence of the deadly, odorless, colorless gas. Check batteries regularly.

⇒ Learn symptoms of CO poisoning: headaches, nausea, and disorientation.

Don't forget to prepare your car

Get your car ready for cold weather use before winter arrives.

- Service the radiator and maintain antifreeze level; check tire tread or, if necessary, replace tires with all-weather or snow tires.
 - ⇒ Keep gas tank full to avoid ice in the tank and fuel lines.
 - ⇒ Use a wintertime formula in your windshield washer.
 - ⇒ Prepare a winter emergency kit to keep in your car in case you become stranded. Include:
 - ◆ blankets;
 - ◆ food and water;
 - ◆ booster cables, flares, tire pump, and a bag of sand or cat litter (for traction);
 - ◆ compass and maps;
 - ◆ flashlight, battery-powered radio, and extra batteries;
 - ◆ first-aid kit; and
 - ◆ plastic bags (for sanitation).

Equip in advance for emergencies

Be prepared for weather-related emergencies, including power outages.

- Stock food that needs no cooking or refrigeration and water stored in clean containers.
- Ensure that your cell phone is fully charged.
- When planning travel, be aware of current and forecast weather conditions.
- Keep an up-to-date emergency kit, including:
 - ⇒ Battery-operated devices, such as a flashlight, a National Oceanic

and Atmospheric Administration (NOAA) Weather Radio, and lamps;

- ⇒ extra batteries;
- ⇒ first-aid kit and extra medicine;
- ⇒ baby items; and
- ⇒ cat litter or sand for icy walkways.

Take these precautions outdoors

Many people spend time outdoors in the winter working, traveling, or enjoying winter sports. Outdoor activities can expose you to several safety hazards, but you can take these steps to prepare for them:

- Wear appropriate outdoor clothing: layers of light, warm clothing; mittens; hats; scarves; and waterproof boots.
- Sprinkle cat litter or sand on icy patches.
- Learn safety precautions to follow when outdoors.
 - ⇒ Be aware of the wind chill factor.
 - ⇒ Work slowly when doing outside chores.
 - ⇒ Take a buddy and an emergency kit when you are participating in outdoor recreation.
 - ⇒ Carry a cell phone.
- Protect your family from carbon monoxide.
 - ⇒ Keep grills, camp stoves, and generators out of the house, basement and garage.
 - ⇒ Locate generators at least 20 feet from the house.
 - ⇒ Leave your home immediately if the CO detector sounds, and call 911.

Excerpts from the CDC website

Blood drive held at the Cummins Unit

The American Red Cross Blood Mobile parked at the Cummins Unit recently for a blood drive

“Before Red Cross Staff could get things ready, our *Cowboys* were knocking on the door ready to make their donation,” said Deputy Warden Michelle Williams. “They were ready for the challenge. Major David James and his Field Crew rose to the challenge. Lt. Jonathan Powell—Field, Lt. Charles Akins—Field, Cpl. Phillip Puckett—Utility, and several others were not the least hesitant about giving blood. Also, employees from Correct Care Solutions and Records donated blood.”

Carol S. Farmer, Account Manager and Donor Recruitment Representative with the American Red Cross, said the goal was 17 donors. That goal was exceeded and in the end 19 donors gave.

The Cummins Unit Inmate Council donated bags of candy to each employee who donated blood.

“I am so thankful and very proud of the Cummins Unit staff,” said Williams.



CCS Infection Control Meeting

A Correct Care Solutions Infection Control meeting was held recently at the Administration Annex East for CCS Infection Control staff nurses. Presenters were Jason Kelley—RN, CCS Regional Infection Control Nurse, Ann Teer—ADC HIV Coordinator, and Foest Witherspoon—ADC TB Coordinator. Topics of discussion were HIV, TB, and other related infection control matters, concerns and training.



Retirees to meet

The next meeting of the Arkansas Department of Correction Retirement Association (ADCRA) will be held at the Administrative Annex East facility in Pine Bluff on December 18, 2014, at 10:30 a.m. The annual Christmas luncheon in the Legends Auditorium will immediately follow the meeting.

Policy Spotlight



Facts about policy and conduct

Do you have questions about ADC policies and procedures? Then send in your topics to The Advocate, and we'll be glad to get you the facts. Contact KAT at kathlyn.atkinson@arkansas.gov with questions.

EMPLOYEE HANDBOOK Leave Programs — Page 16-17

Family Medical Leave - Pursuant to the applicable Administrative Directive, the federal Family and Medical Leave Act (FMLA) of 1993 requires all public agencies to provide up to 12 weeks of unpaid, job-protected leave per calendar year to “eligible” employees for certain family and medical reasons or any qualifying need arising out of the fact that the spouse, child or parent of the employee is on active duty (or has been notified of an impending call or order to active duty) in the Armed Forces in support of a contingency operation.

The NDAA has also expanded FMLA to provide up to 26 weeks of leave per calendar year to care for an injured military service member. All employees are eligible if they have worked within state government for at least one year (cumulative), and for 1,250 hours over the previous 12 months. For specific eligibility requirements and procedures refer to the applicable Administrative Directive.

Catastrophic Leave Bank Program – Catastrophic leave is a bank of accrued annual and sick leave voluntarily donated by ADC employees and may be approved for use by employees who meet catastrophic illness eligibility requirements. Catastrophic leave may only be taken when an employee is unable to perform regular job duties due to catastrophic illness. State employees may also apply for catastrophic leave for catastrophic illness/injury of spouse, child, or parent, as determined by Arkansas Income Tax Code.

Catastrophic leave is available after all sick and annual leave have been exhausted. It is not available for maternity leave or routine illnesses. To be eligible, an employee, if covered by the "Uniform Attendance and Leave Policy Act", must have been employed by the State of Arkansas for more than two (2) consecutive years in a regular, full-time position, not have been disciplined or counseled for leave abuse in the previous two years, and have a combined eighty (80) hours of annual and sick leave at the onset of the injury/illness. Listed below are the application procedures.

1. Requests for catastrophic leave may be initiated by employees or their designees by completing Part I of the Recipient Application Form. Part II of the Recipient Application Form shall be completed as indicated in Step 2. The applicant shall also obtain the timekeeper's verification of actual or projected leave exhaustion dates (Part III of the Recipient Application Form), attach a Physician's Certification of the illness, a Liability Agreement, and a Dependent Child Certificate, if applicable, shall also be attached and submitted with the application to their Unit Human Resources Manager.
2. The Unit Human Resources Manager shall certify with the assistance of the employees supervisor whether or not formal written disciplinary action has been taken during the past two (2) years, and explain the specific circumstances which caused the employee to exhaust his/her leave (not simply “past illness”, etc.). A brief listing of the employee's specific job duties may be required by the ADC Catastrophic Leave Committee. After verifying such information with the employee's supervisor, the Unit Warden and the Supervisor must sign the request as acknowledgement of the employee's intention.
3. The Unit Human Resources Manager will verify that the employee is in a full-time, regular position and, if applicable, the status of Workers' Compensation. The Unit Human Resources Manager will process the request with the employee's Latest Hire Date and Career Service Date.
4. After completing and signing Part III of the ADC Catastrophic Leave Bank Recipient Application Form, the Unit Human Resources Manager will forward the completed document to Central Human Resources. Central Human Resources will date stamp the application, assign a case number, and submit to the ADC Catastrophic Leave Committee for recommendation of approval/denial.
5. The Committee's recommendation will be forwarded to the Director for approval and signature. The employee will receive written notification of the decision. A copy will be sent to the appropriate supervisor and the appropriate Unit Human Resources Manager. The original will be retained at the Human Resources office. Reports showing leave currently accrued in the Catastrophic Leave Bank and applications pending will be provided to the Committee, as requested or needed.

Moving up . . . at NAWARC



Officer William Nickels receives his Officer First Class at Northwest Arkansas Work Release Center from Sgt. Donald Reed, left, and Lt. Jason Nichols.



Officer John Harris receives his Officer First Class at Northwest Arkansas Work Release Center from Cpl. Randy Carter, left, and Lt. Jason Nichols.



New program at NAWARC

Northwest Arkansas Work Release Center inmates learn skills to become productive citizens and how to maintain a responsible relationship with their families in a new program, called Life Skills for Healthy Relationships. The program is being taught by Stew Grant from John Brown University.

Food for Thought

TO SPIN A YARN (tell a story, often false)

Back when yarn was spun on spinning wheels, women commonly spun in groups and would often pass the time by exchanging stories. In time the expression 'spinning a yarn' came to indicate the fabrication of a story.

TRAINING ACADEMY

Training Academy Graduates: Class 2014-N, Nov. 7, 2014



**Willis H. Sargent
Outstanding Student
Achievement
Award**

The Willis H. Sargent student for Class-N is Kristina Hopper, McPherson Unit, in middle, with Training Director Fred Campbell and Captain Randy Callas.



Devin Adell, Fantasya Allen, Rodolfo Ambriz, Michael Blankenship, Mark Bost, Jada Brown, ArDreika Bullard, Moses Byles Jr, Cassandra Campbell, Michael Carr, Judy Coppens, Paul Cullen, Jaquarius Davis, Joshua Davis, Earnest Davis, III, Kiara Dean, Phillip Derozier, Rogar Foisy, John Fontenot, Chas Furr, Onisha Gibson, Terry Goins, Jemario Goodloe, Larry Griffin, Rebecca Guess, Marcus Hagler, Charles Harbin, Arther Hines, Jr., Kristina Hopper, Christopher Jackson, Morgan Jaco, Matthew James, Johnny Jenkins, III, Keeshanah Johnson, Raven Johnson, Byron Jones, David Jones, Justin Jones, Brandon King, Brittany Lawson, William Lequieu, Shakoyia Lewis, Michael Lindsey, Jeffrey Lockwood, Jr., Anthony Madaka, Drew Matlock, Cedric Maxwell, Jr., Antonio McAfee, Sondra Milholland, Albert Miller, III, Daryl Morris, Jr., Joshua Morris, John Moss, Danny Norment, Yasmine Pace, Reiman Pearson, Joslyn Peterson, John Ramsey, Jonathan Reed, Brian Ring, Dustin Roberts, Joyce Sanders, Nicholas Schoggin, Jared Shaver, Austin Smith, Aviva Smith, Joshua Steele, Gregory Stephens, Jacob Stoddard, Jeffrey Tate, Melissa Taylor, Logan Thomas, William Thomason, Troy Treadway, Michael Trusty, Dynasty Turner, Justin Williams, Kiphanie Williams, Michael Willis, and Courtney Yates.

Training Academy Graduates: Class 2014-O, Nov. 21, 2014

**Willis H. Sargent
Outstanding Student
Achievement Award**

The Willis H. Sargent student for Class 2014-O is Adam Vick, RLW Unit, second from left, with Captain Randy Callas, Ed Engstrom, and Training Director Fred Campbell.



William Andrews, Samuel Ardis, Shay Baker, Brandon Beasley, Lamario Bell, Jason Benton, Lavontay Britt, Daryl Brown, Ricky Byers, Heather Case, ReKandria Davis, Charles Ellis, Jr., Rachelle Escobar, Derek Farber, Paula Foster, Harold Gilmore, Marvell Gregory, Austin Hanna, John Hegler, Kaddera Helems, Emerald Hodgesm, Dennis Houk, JaRavien Huff, Aaron Jackson, Kailon Jones, Linda Jones, Murrisha Leon, Zane Leonard, Jacob Montgomery, Kovosha Mosby, Joshua Parks, Graylon Person, Patrick Pierre, Marcus Presley, Miriam Ratliffe, Jimia Robinson, Truman Sellers, Kyle Shinn, Jevone Simmons, Tatiyana Smith, Ryaire Thomas, Maria Torrence, Dedrick Tucker, Jr., Adam Vick, Jonathan Vowan, Ronald Weast, Marian Williams, Marty Williams, and Alex Smith.

Promotions & New Hires

PROMOTIONS

Date	Name	Position	Unit
10/12/2014	Jerrica Mitchell	Sergeant	Tucker
10/12/2014	Richard Romine	Director Of Maintenance	Construction-Max
10/26/2014	Michael Croslin	Sergeant	Grimes
10/26/2014	Randall Dutton	Agriculture Unit Supervisor II	Farm-Cummins
10/26/2014	Michael Elmore	Lieutenant	Ouachita
10/26/2014	David A Hankel	Lieutenant	Ouachita
10/26/2014	Ronnie Hill	Lieutenant	Miss Co Work Rele
10/26/2014	Nicholas Johnson	Sergeant	Hawkins
10/26/2014	Andre Jordan	Sergeant	Delta
10/26/2014	Nicola Kelly	Lieutenant	Maximum Security
10/26/2014	Marcus Kennedy	Lieutenant	Pine Bluff
10/26/2014	Sabrina Luster	Maintenance Technician	Cnstrctn-McPherson
10/26/2014	Charles Mayhew	Industry Program Manager	Industry-Wrghtsvll
10/26/2014	Samuel Mays	Sergeant	Hawkins
10/26/2014	Betty McDougal	Human Resources Assistant	Wrightsville
10/26/2014	Nicholas Naracon	Lieutenant	Grimes
10/26/2014	Jennifer Poteet	Fiscal Support Supervisor	Accounting
10/26/2014	Kenneth Pruitt	Sergeant	Tucker
10/26/2014	Garrett Scifres	Software Support Analyst	Info Systems
10/26/2014	Michael Shelton	Lieutenant	Ouachita
10/26/2014	Timothy Trantham	Sergeant	Cummins
10/26/2014	Ben Wood	Sergeant	Cummins
10/30/2014	Rodrigo Almeida	Sergeant	McPherson
10/31/2014	Jeavon Perry	Sergeant	Tucker
11/02/2014	Amanda Dunkerson	Advisor	Mntl Hlth-Ouachita

NEW HIRES

10/27/2014	Sharon Massey	Industrial Supervisor I	Industry-Tucker
10/27/2014	Shabrae Polite	Administrative Specialist I	Delta
10/27/2014	Jerry Wilson	Chaplain	Central Office
10/28/2014	Yvette Crockett	Commissary Manager	Tucker
10/28/2014	Chelsea Riley	Administrative Specialist I	McPherson

ADC ADVOCATE EMPLOYEES NEWSLETTER

ADC Mission Statement

- *To provide public safety by carrying out the mandate of the courts.*
- *To provide a safe humane environment for staff and inmates.*
- *To strengthen the work ethic through teaching of good habits.*
- *To provide opportunities for staff and inmates to improve spiritually, mentally, and physically.*

The *ADC Advocate* newsletter is published monthly by the Communications Office for employees of the Arkansas Department of Correction. The publication strives to enhance communication and provide information on the development and achievements of this agency.

All employees are encouraged to submit articles, comments, ideas, letters and questions. The deadline for submission is tentatively set for the 15th of each month for inclusion in that month's publication.

Please be aware that all submitted items will be subject to editing. However, every effort will be made to maintain the writer's essential meaning.

In addition, statements contained in the *ADC Advocate* are the personal views of the authors and do not necessarily represent the opinion or policies of the Arkansas Department of Correction.

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Visit ADC on the Web @ www.adc.arkansas.gov

Parting Shots



Arkansas Department of Correction

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